

## Official Proceedings

May 1<sup>st</sup>, 2012  
8:00 am

Chairman Zander called the meeting of the Stark County Board of Commissioners to order. All members present.

Chairman Zander asked for any additions to the agenda. Comm. Hoff added Zoning and out-of-state travel for Bill Fahlsing, Comm. Kuntz added Weed Board Building, Comm. Elkin added the Unit Fee on Conditional Use Permits and Auditor Kay Haag added Energy Impact Grant. Comm. Hoff moved to approve the agenda. Comm. Kuntz seconded. All voted Aye and the motion carried.

Comm. Kuntz moved to approve the minutes from the April 3<sup>rd</sup> and April 17<sup>th</sup>, 2012 meeting, with a correction to the following:

1. Comm. Hoff presented a recommendation from the Zoning Board to (~~deny~~) **approve** Location Services, Inc.'s request for final approval for a zoning change from Agricultural to Industrial for the construction and operation of a treatment facility supporting the oil and gas industry. The location being in the N2NE4 of Section 16, Township 138, Range 99 containing 80 acres. Comm. Hoff moved to table this item until April 17<sup>th</sup> at 10:00 am, when a Special Meeting will be conducted so more information can be gathered. Comm. Kuntz seconded. Roll call vote. All voted Aye and the motion carried.
2. Comm. Kuntz approved the road grading project on (~~412<sup>th</sup>~~) **113<sup>th</sup>** Avenue between 32<sup>nd</sup> Street and 33<sup>rd</sup> Street for approximately \$40,000. Comm. Elkin seconded. All voted Aye and the motion carried.

Comm. Wolf seconded. All voted Aye and the motion carried.

Comm. Hoff moved to accept the accounts payable as presented plus the supplement. Comm. Wolf seconded. Roll call vote. All voted Aye and the motion carried.

**General:** Payroll: \$156,049.67; Best West Plus Ramkota: \$69.00; Linda L Gingery: \$297.25; James Hope: \$150.00; Matthew Bender: \$155.58; West Payment Center: \$598.28; Dakota Water Treatment: \$46.00; SBM Inc: \$1,130.36; Xerox Corporation: \$925.87; Consolidated Plastics: \$539.41; Maintenance Management: \$870.00; Roughrider Electric: \$180.52; Southwest Water Authority: \$43.35; Berger Electric: \$65.00; Border States Electric: \$19.61; Braun Distributing: \$192.44; City of Dickinson: \$10,938.09; Dakota Farm Equipment: \$159.08; DJ's Tesoro: \$15.90; ETSystems Inc: \$80.00; Newby's Ace Hardware: \$64.03; Olheiser Masonry: \$589.50; Quality Xterminators: \$150.00; Sherwin-Williams: \$19.79; Total Safety US: \$270.20; MDU: \$2,034.40; Walmart: \$276.59; Kay Haag: \$150.00; NDPers: \$20,029.46; Maus & Nordsvan: \$679.50; Melbye Law Office: \$97.50; St Alexius Clinic: \$150.00; George Sarnick: \$49.23; Farmers Union of Bis/Man: \$3,881.49; Farmers Union of Richardton: \$366.81; Wright Express: \$2,695.02; AT&T Mobility: \$1,549.56; Century Link: \$487.00; Consolidated Communications: \$477.20; US Postal Service: \$14.95; Matthew Bender: \$51.86; ND Assoc of Oil & Gas: \$120.00; Steve Manning: \$200.00; Dickinson

Parks & Rec: \$58.24; T-Rex Conoco Inc: \$508.44; ND State Radio: \$480.00; Comfort Inn: \$345.00; Holiday Inn Minot: \$401.85; Visa: \$75.85; ND Sheriff's & Deputies Association: \$200.00; Post Board: \$15.00; Great Plains Clinic: \$575.00; Dakota Rubber Stamp: \$147.32; Fed Ex: \$17.14; Gaffaney's Floral: \$39.95; Office Max Inc: \$86.70; Quality Quick Print: \$65.00; Rudy's Lock & Key: \$185.00; Advanced Business Methods: \$325.51; Balco Uniforms Co: \$826.51; Superior Cleaners: \$70.00; Dickinson Tire: \$561.69; Electronic Communications: \$264.00; Midas Auto Services: \$352.93; Cenex Fleetcard: \$389.71; Killdeer Vet Clinic: \$341.89; Ultramax: \$858.00; Stan Puklich: \$84,900.00; Watch Guard Video: \$2,300.00; LEC Maintenance: \$7,227.95; Stark County Auditor (Federal Deposit): \$514.31; Stevenson Funeral Home: \$300.00; Kohler Communications: \$100.00; NDACO Resources: \$3,151.35; Dickinson Press: \$107.80; Kadrmas, Lee & Jackson: \$659.01; Roosevelt-Custer: \$1,677.50;

**County Road:** Kadrmas, Lee & Jackson: \$15,660.17; Edward H Schwartz Construction: \$13,503.00; Onsite Improvements: \$2,670.00; Martin Construction: \$43,675.00; Outback Lumber: \$1,032.00; Ty Newton Fencing: \$8,014.00; Electronic Communications: \$2,095.00; Maintenance Management: \$360.00; Quality Xterminators: \$40.00; AT&T Mobility: \$145.62; City of Belfield: \$22.25; City Of Dickinson: \$83.36; City of Richardton: \$54.90; Consolidated: \$43.48; MDU: \$522.30; MGM Rural Sanitation: \$180.00; Roughrider Electric: \$785.00; SW Water Authority: \$61.10; Century Link: \$56.11; AT&T Mobility: \$147.45; Acme Electric Co: \$220.99; Braun Distributing: \$43.80; Mac's Inc: \$309.89; RJ Distributing: \$172.00; Runnings Supply: \$240.79; West Dakota Oil: \$430.60; Gerry Dukart: \$20.88; Butler Machinery: \$1,426.56; Gary's Auto: \$7.84; Hedahl's: \$116.82; J & J Operating: \$419.97; Nelson International: \$84.02; NW Tire Inc: \$761.06; Prairie Auto Parts: \$54.57; Pump Systems LLC: \$1,559.54; Wallwork Truck Center: \$17.29; Westlie Crossroads: \$9.31; Trucks of Bismarck: \$201.42; Belfield Automotive: \$5.44; General Steel: \$393.73; RDO Equipment Co: \$1,394.98; Southwest Grain: \$46,027.98; CRA Payment Center: \$33.08; Carquest Auto Parts: \$88.95; Dakota Filter Supplies: \$16.66; JP Steel & Supply: \$2,550.00; Lenny's Repair: \$14.91; Missouri Valley Petroleum: \$69.34; Praxair: \$143.29; Road Equipment: \$124.51; Total Safety US: \$123.10; True North Steel: \$3,163.76; Steffan Feeds: \$377.60; Dennis R & Donna L. Reich: \$38,893.75; Northern Improvement: \$28,263.70; Lyle Signs Inc: \$900.46; Dickinson Press: \$39.20; JobsHQ: \$161.45;

**Highway Tax Distribution:** Payroll: \$91,898.27; NDPers: \$21,877.80; Job Service ND: \$2,873.00;

**Social Welfare:** Payroll: \$153,822.97; AT&T Mobility: \$69.17; Walmart: \$198.54; NDPers: \$37,377.92; ND Dept of Human Services: \$4,279.09; Wrap Around: \$1,996.86; West River Conference: \$585.00; Social Services: \$7,087.01;

**County Poor:** ND Dept of Human Services: \$30,936.48;

**IT – Computer/Updates:** NDACO Resources: \$9,321.53; Consolidated: \$237.90; Hewlett-Packard: \$303.00; SBM Inc: \$254.00; Information Technology Dept: \$638.40;

**Capital Improvement:** Kadrmas, Lee & Jackson: \$7,920.89;

**Infrastructurer:** Belfield Public School: \$38,075.15;

**County Park:** Bismarck-Mandan Development Association: \$713.50;

**Fair Board:** Stark County Fair Board: \$757.17;

**County Jail:** SWMCCC: \$89,291.18; St Joseph's Hospital: \$93.00;

**Insurance:** American Insurance Center: \$350.00;

**Comp Health Care:** NDPers: \$22,289.76; Blue Cross Blue Shield: \$158.90;

**VSO Fund:** Payroll: \$6,368.74; NACVSO: \$30.00;

**Social Security:** Stark County Auditor (Federal Deposit): \$29,630.93;

**Advertising:** Dickinson Press: \$354.90;

**County Agent:** Payroll: \$4,073.91; NDPers: \$361.31; NDSU Extension Service: \$362.12; Kurt Froelich: \$30.00; Samantha Roth: \$30.00; Consolidated: \$168.35; Bottom Line: \$39.00; Brenda Erie: \$100.00; Pitney Bowes: \$285.00; Kirtsten Hansen: \$134.68;

**Weed Control:** Payroll: \$9,053.45; NDPers: \$2,165.92; Runnings Supply: \$103.36; 3<sup>rd</sup> Ave Floral: \$79.16; Walmart: \$15.93; Stark County Auditor (Federal Deposit): \$208.72;

**9-1-1:** Payroll: \$3,910.93; NDPers: \$1,335.36; Stark County Auditor (Federal Deposit): \$275.26; City of Dickinson: \$9,980.83; Century Link: \$1,610.31; Consolidated: \$1,375.00; Reservation Telephone: \$80.00; NDACO: \$11,005.00; Ban-Koe Systems: \$1,466.00; Walmart: \$64.58; Everbridge Inc: \$2,000.00;

**Adult Education:** Elks 1137: \$200.81; NDSU Extension Program: \$14.00;

**Fingerprint Station:** Newby's Ace Hardware: \$3.99;

**Domestic Violence:** State Treasurer: \$455.00;

**Traf Safety Grant:** Payroll: \$1,099.87;

**Cops Grant 2011:** Payroll: \$3,785.47; NDPers: \$889.40; Stark County Auditor (Federal Deposit): \$289.59;

**Cops Grant 2009:** Payroll: 3,596.20; NDPers: \$862.06; Stark County Auditor (Federal Deposit): \$275.11;

**Misc Grants:** Balco Uniform Center: \$435.08; NDACO Resources: \$1,859.53; SBM Inc: \$3,084.32; Watch Guard Video: \$8,000.00; Walmart: \$598.00;

**SW Victim Witness Program:** Payroll: \$4,476.22; AT&T Mobility: \$87.31; NDPers: \$846.14; Consolidated: \$41.20; Stark County Auditor (Federal Deposit): \$327.03; AT&T Mobility: \$83.52;

**DVRCC:** Domestic Violence: \$562.82;

**Preservation Fund:** Consolidated: \$59.95;

**Siren Contingency:** Roughrider Electric: \$210.00;

**Other Reimbursements:** Bullberry System: \$750.00; Consolidated: \$182.00; Visa: \$823.37; PNC Equipment Finance: \$19,488.77; Pharmchem Inc: \$357.00; Office of Attorney General: \$520.00;

**911 Equipment:** Consolidated: \$55.58; Walmart: \$98.40;

Sheriff Clarence Tuhy gave an update on the task force, court room security and monthly transports.

Sheriff Clarence Tuhy discussed donating old light bars from patrol vehicles to the Rural Fire Department. Comm. Wolf authorized the Sheriff Clarence Tuhy to donate the light bars to the Rural Fire Department. Comm. Elkin seconded. All voted Aye and the motion carried.

Sheriff Clarence Tuhy requested out-of-state travel for Deputy Jason Wallace and K9 Lunar for May 18<sup>th</sup> – June 1<sup>st</sup> in Minnesota. Comm. Hoff moved to approve out-of-state travel for Deputy Jason Wallace. Comm. Kuntz seconded. Roll call vote. All voted Aye and the motion carried.

Sheriff Clarence Tuhy discussed upgrading the DSXL narrow banding radios for an approximate cost of \$27,000. Comm. Wolf moved to approve the upgrade with funds coming from the Information Technology Budget. Comm. Elkin seconded. All voted Aye and the motion carried.

Al Heiser, Road Superintendent, gave an update on roads.

Comm. Hoff moved to amend the signage for 21<sup>st</sup> Street to remain as No Trucks. Comm. Elkin seconded. All voted Aye and the motion carried.

Tim Kelly, Kadrmas, Lee & Jackson, gave the engineers report and presented a Core of Engineers Permit for the Green River Bridge project. Comm. Wolf moved to authorize

Chairman Zander to sign the permit and Kadrmas, Lee & Jackson to act as Stark County's Agent. Comm. Kuntz seconded. All voted Aye and the motion carried.

Tim Kelly, Kadrmas, Lee and Jackson discussed having a meeting for other possible locations for a new Social Service building.

Comm. Hoff presented a recommendation from the Zoning Board to approve Wadsworth Brother's Construction request for a Conditional Use Permit to stage a temporary concrete batch plant to be used on a State project east of Dickinson to east of the Hearth River separation. Completion date is October 13, 2012. The location being on the Anton Biel property in the SW4 Section 8, Township 139, Range 94 and the Mary Haich property in the NW4 Section 8, Township 139, Range 94. Comm. Hoff moved to accept the Zoning Boards recommendation to approve the Conditional Use Permit. Comm. Elkin seconded. All voted Aye and the motion carried.

Comm. Hoff presented a recommendation from the Zoning Board to approve Steffes Corporation's request for a zoning change from Agricultural to Industrial to conform to the area. The location being in the S2NW4 of Section 3, Township 140, Range 96 containing a 15 acre tract and an 11 acre tract. Comm. Hoff moved to accept the Zoning Boards recommendation to approve the zoning change from Agricultural to Industrial. Comm. Elkin seconded. All voted Aye and the motion carried.

Comm. Hoff presented a recommendation from the Zoning Board to approve Dan Obrigewitch's request for a Conditional Use Permit for two to three truck parking spots with a mobile home for living quarters. The location being in the NE4 of Section 17, Township 140, Range 99 containing approximately two acres. Comm. Hoff moved to accept the Zoning Boards recommendation to approve the Conditional Use Permit. Comm. Elkin seconded. All voted Aye and the motion carried.

Chairman Zander opened the Public Hearing for a Section Line Closing located at South Heart. Chairman Zander asked for anyone to speak for or against the section line closing. Dudley Stuber and Dustin Stuber voiced concerns that they would lose access to their land if the section line closed. The commission tabled the section line closing until further information could be obtained from the City of South Heart. Chairman Zander closed the public hearing.

Comm. Wolf authorized Chairman Zander to sign a one year contract with GIS Workshop for GIS services in the amount of \$18,000. Comm. Hoff seconded. Roll call vote. All voted Aye and the motion carried.

Human Resource Generalist Marie Bittner presented an updated Electronic Tools Policy; no action was taken at this time.

Thomas Grimm, Engineering Services, introduced himself to the Commissioners.

Comm. Hoff moved to grant a request to vacate a county road easement on 4<sup>th</sup> Avenue SE/5<sup>th</sup> Street SE in Southview Homes 2<sup>nd</sup> Addition for Banner Development. Comm. Elkin seconded. Roll call vote. All voted Aye and the motion carried.

Comm. Hoff presented a recommendation from the Zoning Board to approve Lufkin Industries, Inc.'s request for a Conditional Use Permit for workforce housing. The location being in the NE4 of Lot 1 Block 1 Replat of Reiter's Subdivision Section 9, Township 140, Range 99 containing 2.3 acres. Comm. Hoff moved to accept the Zoning Boards recommendation to approve the Conditional Use Permit with the following conditions:

1. Units to be place 20' apart
2. Provide adequate parking for any and all crew housing facility residents.
3. Provide for adequate fire suppression.
4. Provide for adequate access to emergency vehicles and each unit marked with reflective type numbers.
5. Meet all design standards required by any building code and fire code.
6. Comply with waste water rules with Southwest District health.
7. Any fees on these conditions will be paid by the applicant.
8. There will be a \$400 fee per unit per year.

Comm. Elkin seconded. All voted Aye and the motion carried.

Comm. Hoff presented a recommendation from the Zoning Board to approve Chad Good's request for a zoning change from Agricultural to Residential/Agricultural. The location being in the S2SW4 of Section 36, Township 140, Range 95 containing 1.5 acres. Comm. Hoff moved to accept the Zoning Boards recommendation to approve the zoning change from Agricultural to Residential/Agricultural. Comm. Elkin seconded. Roll call vote. All voted Aye and the motion carried.

Comm. Hoff presented a recommendation from the Zoning Board to approve Diamond D Companies request for a zoning change from Agricultural to Industrial for a truck maintenance facility to support Tesoro Logistics LP truck fleet. The location being on the west side of Lot 4 in the NW4 of Section 3, Township 140, Range 96. Comm. Elkin moved to accept the Zoning Boards recommendation to approve the zoning change from Agricultural to Industrial for a truck maintenance facility with the conditions that Diamond D is responsible for dust control, paved access to the facility, parking area and the turn-around loop. Comm. Hoff seconded. Roll call vote. All voted Aye and the motion carried.

Shawn Kessel, City of Dickinson Administrator, discussed whether the Planner position between the City of Dickinson and Stark County would be a county or city employee. The Planner will be a City employee.

Stark County Commission meeting adjourned at 9:24 am for a Park Board Meeting.

Stark County Commission meeting reconvened at 10:20 am

Comm. Hoff presented a recommendation from the Zoning Board to approve AES Drilling Fluids, LLC's request for a Conditional Use Permit within an Industrial area to install a diesel based drilling fluid plant and storage warehouse. The location being on Lot 7 Norwegian Creek Subdivision of Section 16, Township 139, Range 99. Comm. Elkin moved to accept the Zoning Boards recommendation to approve the Conditional Use Permit. Comm. Hoff seconded. Roll call vote. All voted Aye and the motion carried.

Comm. Hoff presented a recommendation from the Zoning Board to approve Manage Team Zephyr's request for a Conditional Use Permit for workforce housing for approximately 15 RV's. The location being in the east portion of Lot 11 Norwegian Creek Subdivision SE4 Section 16, Township 139, Range 99 containing 7.4 acres. Comm. Hoff moved to accept the Zoning Boards recommendation to approve the Conditional Use Permit with the following conditions:

9. Units to be place 20' apart
10. Provide adequate parking for any and all crew housing facility residents.
11. Provide for adequate fire suppression.
12. Provide for adequate access to emergency vehicles and each unit marked with reflective type numbers.
13. Meet all design standards required by any building code and fire code.
14. Comply with waste water rules with Southwest District health.
15. Any fees on these conditions will be paid by the applicant.
16. There will be a \$400 fee per unit per year.

Comm. Elkin seconded. Roll call vote. All voted Aye and the motion carried.

Comm. Hoff presented a recommendation from the Zoning Board to approve Mike Boyd's request for a Conditional Use Permit for workforce housing for approximately 15 temporary mobile homes. The location being in the E2 of Lot 12 Section 16, Township 139, Range 99 containing 7.5 acres. Comm. Hoff moved to accept the Zoning Boards recommendation to approve the Conditional Use Permit with the following conditions:

1. Units to be place 20' apart
2. Provide adequate parking for any and all crew housing facility residents.
3. Provide for adequate fire suppression.
4. Provide for adequate access to emergency vehicles and each unit marked with reflective type numbers.
5. Meet all design standards required by any building code and fire code.
6. Comply with waste water rules with Southwest District health.
7. Any fees on these conditions will be paid by the applicant.
8. There will be a \$400 fee per unit per year.

Comm. Elkin seconded. Roll call vote. All voted Aye and the motion carried.

Comm. Hoff presented a recommendation from the Zoning Board to approve Bar S Services Inc.'s request for a Conditional Use Permit to place five mobile homes for workforce housing. The location being on Tract 14 Norwegian Creek Subdivision in Section 16, Township 139, Range 99. Comm. Elkin moved to accept the Zoning Boards recommendation to approve the Conditional Use Permit with the following conditions:

1. Units to be placed 20' apart
2. Provide adequate parking for any and all crew housing facility residents.
3. Provide for adequate fire suppression.
4. Provide for adequate access to emergency vehicles and each unit marked with reflective type numbers.
5. Meet all design standards required by any building code and fire code.
6. Comply with waste water rules with Southwest District health.
7. Any fees on these conditions will be paid by the applicant.
8. There will be a \$400 fee per unit per year.

Comm. Hoff seconded. Roll call vote. All voted Aye and the motion carried.

Comm. Elkin moved to renew the Conditional Use permit for Fred & Debbi Varner located on approximately 80 acres in the SW4 Section 16, Township 139, Range 99 with the following change of a \$400 fee per unit per year. Comm. Hoff seconded. All voted Aye and the motion carried.

Comm. Elkin moved to deny the renewal of the Conditional Use permit for Steve Manning located in SE4SE4NE4 Section 14, Township 138, Range 96. Comm. Hoff seconded. All voted Aye and the motion carried.

Comm. Elkin moved to renew the Conditional Use permit for Energy Services LLC located at the N2NE4 Section 1, Township 139, Range 95 with the following conditions:

1. You shall provide adequate parking for any and all occupants.
2. You shall provide for adequate fire suppression
3. You shall provide for adequate access by emergency vehicles and each unit shall be marked with reflective type numbers.
4. You shall meet all design standards required by any building code and fire code
5. You shall comply with waste water rules for the SW District Health Unit.
6. There shall be a \$400 per unit per year fee
7. All fees shall be paid by the applicant

The Commissioners would also like to see additional signage and get a rural address from the Emergency Manager so Emergency response vehicles can find the properties. Comm. Hoff seconded. All voted Aye and the motion carried.

Comm. Elkin moved to have Chairman Zander sign the Energy Impact Grant. Comm. Kuntz seconded. All voted Aye and the motion carried.

Comm. Kuntz moved to authorize Emergency Services Director, Bill Fahlsing, out-of-state travel to Maryland for Emergency Management training from July 22<sup>nd</sup> to August 5<sup>th</sup>. Comm. Elkin seconded. All voted Aye and the motion carried.

Comm. Kuntz discussed the Weed Board Building has water running through the overhead doors.

Comm. Elkin moved to change the unit fee associated with Conditional Use permits be increased from \$100 to \$400 per unit per year. Comm. Wolf seconded. Roll call vote. All voted Aye and the motion carried.

Comm. Wolf moved to adopt the changes of the Employee Benefit Plan under Section 3: Payroll as presented below by Human Resource Generalist Marie Bittner:

**A. Longevity Pay**

1. **Description of Benefit:** Each Regular Full-Time employee, who has been employed with the County for a period of five consecutive years or more shall be considered qualified and shall receive, in addition to his/her regular pay, a longevity payment. An employee who leaves his employment in good standing as determined by the governing body and who has completed fifteen years of service shall be entitled to percentage pay-out of his/her longevity pay based on the percentage of calendar year completed at the time of termination/retirement.
2. **Rate:** Each qualified employee shall receive a longevity payment each year, for each month's service completed, computed as follows:

One through ten years of service	\$3.00/month
Eleven through twenty years of service	\$3.50/month
Twenty-one years and over service	\$4.00/month
3. **Time of Payment:** Payments shall be made on or about December 15 of each year. No early payment will be made except as authorized by the Stark County Board of Commissioners.
4. **Withholding of Payment:** Upon a finding that an employee(s) is not in good standing, the Board of County Commissioners may withhold or not authorize longevity payment to any one, several, or all employees. In this case the employee(s) affected will be notified of the reason for non-payment.

**B. 207 K Exemption Plan – Sheriff's Office**

1. All personnel in the Sheriff's Department, consistent with the provision of the Fair Labor Standards Act, shall work under the 207K Exemption Plan. The normal twenty-eight (28) day work period consists of 171 hours for non-exempt, shift employees. This work period for the County Sheriff's Department began on January 1<sup>st</sup>, 2012 for all Patrol Staff.
2. All hours worked by non-exempt employees in excess of 40 hours per week, or 171 hours in a work period, shall be specifically authorized in advance by the Department Head or Department Supervisor except in situations deemed unforeseeable, necessary or as an emergency as determined by the Department Head.

Comm. Hoff seconded. Roll call vote. All voted Aye and the motion carried.

The following **Miscellaneous Receipts** were filed: General: \$97,154.00; County Road: \$7,108,035.75; Highway Tax Distribution: \$225,195.96; Social Services: \$79,386.04; IT-Computer/Updates: \$141.30; Capital Improvement: \$61,569.04; County Park: \$33.56; Social Security: \$2,538.63; County Agent: \$25.00; Weed Control: \$29,468.34; 911 Revenue: \$33,534.09; Adult Education: \$117.00; Fingerprint Station: \$296.00; Domestic Violence: \$490.00; Estimate Tax: \$5,582.77; Game and Fish: \$7,339.00; Security/Transfer DJS Reimbursement: \$351.50; SW Victim Witness Program:

\$6,761.27; Domestic Violence & Rape Crisis Center: \$562.82; Other Reimbursements: \$22,774.77; 911 Equipment: \$11,178.12;

Comm. Hoff moved to adjourn. Comm. Kuntz seconded.

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Kay Haag, Auditor

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Ken Zander, Chairman